LABOUR PROGRAM

Workplace Bulletin

June 29, 2006

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The *Workplace Bulletin*, issued by the Workplace Information Directorate, Labour Program, Human Resources and Social Development Canada, is available twice a month.

The *Workplace Bulletin* keeps you apprised of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as: negotiated wage data, benefits, working conditions, work stoppages, labour organizations, union membership, innovative workplace practices, labour standards, occupational safety and health, labour management partnerships, employment equity, and international and intergovernmental labour affairs. If you wish to receive this *Bulletin* **free of charge,** add your name to our mailing list.

The Workplace Information Directorate offers more information than what is listed below; go to http://www.hrsdc.gc.ca/en/lp/wid/info.shtml for a complete listing of products and services.

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Canada

Recent Collective Bargaining Settlements

Available summary reports of the most recent collective bargaining settlements are presented with an emphasis on the main negotiated changes to the previous collective agreement. Use the individual links below to access the reports.

Province, Employer and Location **Union, Bargaining Unit** **File Number**	**Settlement Date** ********** **Term of Contract**
Prince Edward Island	
Government of P.E.I. – Education Negotiating Agency, province-wide Canadian Union of Public Employees (620 office employees; bus drivers; building maintenance employees) **0460612**	Apr 01/2006 ********** Jul 01/2005 – Jun 30/2008
Nova Scotia	
Government of Nova Scotia, province-wide Nova Scotia Government and General Employees Union (5,800 administrative services employees; scientific and other professional employees) **1118303**	Apr 05/2006 ********** Apr 01/2004 – Mar 31/2007
Quebec	
Société de transport de Longueuil, Longueuil Canadian Union of Public Employees (600 bus drivers) **0375408**	Mar 01/2006 ********** Mar 01/2006 – Dec 31/2009

Province, Employer and Location Union, Bargaining Unit File Number	Settlement Date ********** Term of Contract
Tembec inc., Temiscaming Communications, Energy and Paperworkers Union of Canada (725 mill employees) **0111407**	Mar 27/2006 ********** Oct 01/2004 – Sep 30/2009
Waterville TG inc., Waterville, Coaticook and Sherbrooke United Steelworkers of America (1,100 plant and maintenance employees) **0071109**	Feb 05/2006 ********** Aug 01/2005 – Jul 31/2011 Reopener: Jul 31/2008
Ontario	
Accuride Canada Inc., London National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (580 plant and maintenance employees) **0169808**	Mar 12/2006 ********** Mar 13/2006 – Mar 12/2009
Cara Operations Limited, Toronto International Brotherhood of Teamsters (1,140 food service employees) **0841906**	Feb 10/2006 ********** Jan 15/2006 – Jan 14/2009
Catholic District School Board of Eastern Ontario, Smiths Falls Canadian Union of Public Employees (650 office employees and technicians) **1316802**	Mar 25/2006 ********** Sep 01/2004 – Aug 31/2007

Province, Employer and Location Union, Bargaining Unit File Number	Settlement Date ********** Term of Contract
CFM Canada, Mississauga United Steelworkers of America (800 production employees) **1301003**	Mar 08/2006 ********** Jan 09/2006 – Jan 08/2009
City of Ottawa, Ottawa Canadian Union of Public Employees (6,000 inside and outside employees) **1270002**	Mar 22/2006 ********** Jan 01/2005 – Dec 31/2006
City of Toronto, Toronto International Association of Fire Fighters (2,950 firefighters) **1208703**	Apr 25/2006 ********** Jan 01/2005 – Dec 31/2006
Halton District School Board, Burlington Elementary Teachers' Federation of Ontario (800 occasional teachers) **1220004**	Apr 20/2006 ********** Sep 01/2004 – Aug 31/2008
Hamilton-Wentworth District School Board, Hamilton Elementary Teachers' Federation of Ontario (600 occasional teachers) **1225404**	Apr 03/2006 ********** Sep 01/2004 – Aug 31/2008

Province, Employer and Location Union, Bargaining Unit File Number	Settlement Date ********** Term of Contract
Lambton Hospital Group, Sarnia Service Employees International Union (700 health service employees; office employees) **1252603**	Mar 17/2006 ********** Apr 01/2004 – Oct 10/2006
Limestone District School Board, Kingston Canadian Union of Public Employees (650 office employees; educational services employees) **1216704**	Feb 04/2006 ********** Sep 01/2004 – Aug 31/2008
Ontario Power Generation Inc., Non-Nuclear, province-wide Canadian Union of Public Employees (2,280 office employees; general tradesmen) **1236003**	Mar 02/2006 ********** Apr 01/2006 – Mar 31/2009
Ontario Power Generation Inc., Nuclear, province-wide Canadian Union of Public Employees (6,940 office employees; general tradesmen) **1235903**	Mar 02/2006 ********** Apr 01/2006 – Mar 31/2009
Ottawa-Carleton Catholic District School Board, Ottawa Canadian Union of Public Employees (730 office employees; library technicians; educational services employees) **1213004**	Mar 29/2006 ********** Sep 01/2005 – Aug 31/2008

Province, Employer and Location Union, Bargaining Unit File Number	Settlement Date ********** Term of Contract
Ottawa-Carleton District School Board, Ottawa Elementary Teachers' Federation of Ontario (2,000 occasional teachers) **1182703**	Apr 27/2006 ********** Sep 01/2004 – Aug 31/2008
P.W. Transportation Ltd., Mississauga P.W. Transportation Drivers Association (100 bus drivers; customer service employees) **0918308**	Mar 06/2006 ********** Apr 01/2006 – Mar 27/2009
Peel District School Board, Mississauga The Peel Teaching Assistants' Association (1,020 teaching assistants) **1264903**	Mar 02/2006 ********** Sep 01/2004 – Aug 31/2008
Simcoe County District School Board, Midhurst and area Elementary Teachers' Federation of Ontario (900 occasional teachers) **1213404**	Apr 26/2006 ********** Sep 01/2004 – Aug 31/2008
Sterling Trucks, St. Thomas National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (2,000 production employees) **1305902**	Mar 25/2006 ********** Mar 26/2006 – Mar 27/2009

Province, Employer and Location Union, Bargaining Unit File Number	Settlement Date ********** Term of Contract
Toronto Catholic District School Board, Toronto Ontario English Catholic Teachers' Association (1,100 occasional teachers) **1169204**	Mar 01/2006 ********** Sep 01/2004 – Aug 31/2008
University of Toronto, Toronto Canadian Union of Public Employees (3,400 lecturers; teaching assistants) **0526810**	Feb 10/2006 ********** May 01/2005 – Apr 30/2008
University of Toronto, Toronto United Steelworkers of America (1,900 casual employees) **1235103**	Mar 17/2006 ********** Jul 01/2005 – Jun 30/2008
Waterloo Region District School Board, Kitchener Ontario Secondary School Teachers' Federation (790 support employees) **1179605**	Feb 01/2006 ********** Sep 01/2004 – Aug 31/2008
York Region District School Board, Aurora Elementary Teachers' Federation of Ontario (1,430 occasional teachers) **1062005**	Mar 08/2006 ********** Sep 01/2004 – Aug 31/2008

Province, Employer and Location Union, Bargaining Unit File Number	Settlement Date ********** Term of Contract
Manitoba	
City of Winnipeg, Winnipeg Canadian Union of Public Employees (5,250 inside and outside employees) **0721309**	Mar 16/2006 ********** Dec 31/2005 – Dec 30/2007
City of Winnipeg, Winnipeg Winnipeg Police Association (1,550 police officers; office employees) **0721910**	Mar 22/2006 ********** Dec 26/2004 – Dec 23/2006
Freshwater Fish Marketing Corporation, Winnipeg National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (280 plant and maintenance employees) **0032109**	Feb 03/2006 ********** May 01/2005 – Apr 30/2008
Manitoba Public Insurance Corporation, province-wide Manitoba Government and General Employees' Union (1,630 office employees; technical employees) **0460011**	Feb 10/2006 ********** Sep 18/2005 – Sep 20/2008
New Flyer Industries Limited, Winnipeg National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (670 production employees) **0194109**	Apr 30/2006 ********** Apr 01/2006 – Mar 31/2009

Province, Employer and Location Union, Bargaining Unit File Number	Settlement Date ********** Term of Contract
Pembina Trails School Division, Winnipeg Manitoba Teachers' Society (950 elementary and secondary teachers) **1321902**	Apr 18/2006 ********** Jul 01/2004 – Jun 30/2007
Saskatchewan	
Areva Resources Canada Inc., Cluff Lake Communications, Energy and Paperworkers Union of Canada (150 mine employees) **0012507**	Feb 09/2006 ********** Jun 01/2005 – May 31/2009
Saskatchewan Association of Health Organizations, province-wide Canadian Union of Public Employees (13,000 non-medical employees; service and maintenance employees) **1222504**	Feb 24/2006 ********** Apr 01/2005 – Mar 31/2008
Saskatchewan Association of Health Organizations, province-wide Canadian Union of Public Employees (13,000 non-medical employees; service and maintenance employees) **1222503**	Feb 24/2006 ********** Apr 01/2004 – Mar 31/2005
Saskatchewan Association of Health Organizations, province-wide Service Employees International Union (10,500 service and maintenance employees; non-medical employees) **1224603**	Feb 24/2006 ********** Apr 01/2004 – Mar 31/2005

Province, Employer and Location Union, Bargaining Unit File Number	Settlement Date ********** Term of Contract
Saskatchewan Association of Health Organizations, province-wide Service Employees International Union (10,500 service and maintenance employees; non-medical employees) **1224604**	Feb 24/2006 ********** Apr 01/2005 – Mar 31/2008
Saskatchewan Associations of Health Organizations, province-wide Saskatchewan Government and General Employees' Union (1,400 non-medical employees; service and maintenance employees) **1355402**	Mar 02/2006 ********** Apr 01/2004 – Mar 31/2005
Saskatchewan Associations of Health Organizations, province-wide Saskatchewan Government and General Employees' Union (1,400 non-medical employees; service and maintenance employees) **1355403**	Mar 02/2006 ********** Apr 01/2005 – Mar 31/2008
University of Regina and University of Saskatchewan, Regina and Saskatoon Canadian Union of Public Employees (2,400 office employees; service and maintenance employees) **0532808**	Feb 28/2006 ********** Jan 01/2004 – Dec 31/2006
Alberta	
Capital Care Group, Edmonton Alberta Union of Provincial Employees (500 nurses and support services employees; maintenance employees; food service employees) **1356602**	Feb 17/2006 ********** Jul 01/2005 – Jun 30/2008

Province, Employer and Location Union, Bargaining Unit File Number	Settlement Date ********** Term of Contract
City of Calgary, Calgary Canadian Union of Public Employees (2,530 outside employees) **0725209**	Feb 01/2006 ********** Dec 26/2005 – Jan 04/2009
Health Boards of Alberta (HBA Services), province-wide (excluding Calgary) Alberta Union of Provincial Employees (9,000 nursing assistants; technical employees) **1247503**	Mar 10/2006 ********** Apr 01/2004 – Mar 31/2008
PE Ben Industries Company Ltd., Edmonton International Brotherhood of Teamsters (180 truck drivers; mechanics) **0351111**	Feb 03/2006 ********** Jul 01/2005 – Jun 30/2008
British Columbia	
BC Transit, Victoria National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (520 bus drivers, mechanics, terminal employees) **1266804**	Mar 24/2006 ********** Apr 01/2006 – Mar 31/2010
Board of School Trustees of School District No. 37, Delta Canadian Union of Public Employees (800 office employees; building maintenance employees) **0516809**	Mar 16/2006 ********** Jul 01/2003 – Jun 30/2006

Province, Employer and Location Union, Bargaining Unit File Number	Settlement Date ********** Term of Contract
Board of School Trustees of School District No. 42, Maple Ridge Canadian Union of Public Employees (510 administrative services employees; technical employees) **0514509**	Mar 03/2006 ********** Jul 01/2003 – Jun 30/2006
Board of School Trustees of School District No. 43, Coquitlam Canadian Union of Public Employees (1,280 office employees; service and maintenance employees) **0514711**	Mar 02/2006 ********** Jul 01/2003 – Jun 30/2006
Board of School Trustees of School District No. 36, Surrey Canadian Union of Public Employees (2,470 office employees; service and maintenance employees) **0514908**	Mar 08/2006 ********** Jul 01/2003 – Jun 30/2006
British Columbia Assessment Authority, province-wide Canadian Union of Public Employees (590 office employees and technicians) **0658711**	Mar 29/2006 ********** Jan 01/2006 – Dec 31/2009
British Columbia Hydro and Power Authority, province-wide Canadian Office and Professional Employees Union (1,460 office employees; technical employees) **0412910**	Mar 17/2006 ********** Apr 01/2006 – Mar 31/2010

Province, Employer and Location Union, Bargaining Unit File Number	Settlement Date ********** Term of Contract
British Columbia Hydro and Power Authority, province-wide International Brotherhood of Electrical Workers (1,600 utility workers; powerhouse employees) **0412811**	Mar 27/2006 ********** Apr 01/2006 – Mar 31/2010
DHL Express (Canada) Ltd., province-wide National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (800 truck drivers; office employees; warehouse employees) **0354209**	Mar 02/2006 ********** Jan 01/2006 – Dec 31/2008
Health Employers Association of British Columbia, province-wide various unions (40,000 service employees; technical and maintenance employees) **1033105**	Mar 31/2006 ********** Apr 01/2006 – Mar 31/2010
Okanagan Labour Relations Council, Revelstoke, Oliver, Penticton and Salmon Arm Canadian Union of Public Employees (1,020 office employees; building maintenance employees) **1216204**	Mar 22/2006 ********** Jul 01/2003 – Jun 30/2006
Yukon Territory	
Government of Yukon, territory-wide Yukon Teachers' Association (690 elementary and secondary teachers) **0519611**	Apr 27/2006 ********** Jul 01/2006 – Jun 30/2009

Province, Employer and Location Union, Bargaining Unit File Number	Settlement Date ********** Term of Contract
Multiprovince	
Air Transat A.T. inc., system-wide Air Line Pilots Association International (240 pilots; flight engineers; aircraft maintenance employees) **1025004**	Feb 03/2006 ********** Nov 01/2005 – Apr 30/2010
Canadian Film and Television Production Association, province-wide, British Columbia and territory-wide, Yukon Territory Intl. Alliance of Theatrical Stage Empls., Moving Picture Tech., Artists & Allied Crafts of USA its Territories & Canada; International Brotherhood of Teamsters (6,100 production employees) **1158704**	Mar 17/2006 ********** Apr 02/2006 – Apr 01/2009
Canadian Pacific Railway, system-wide Teamsters Canada Rail Conference (210 rail traffic controllers) **0299509**	Mar 10/2006 ********** Jan 01/2006 – Dec 31/2008
Coopérative de transport maritime et aérien, St. Lawrence Region Seafarers' International Union of Canada (170 unlicensed personnel) **0307107**	Feb 08/2006 ********** Feb 01/2006 – Jan 31/2009 Reopener: Jan 31/2007
Marine Atlantic Inc., system-wide National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (630 unlicensed personnel) **0899706**	Feb 01/2006 ********** Jan 01/2005 – Dec 31/2007

Province, Employer and Location Union, Bargaining Unit File Number	Settlement Date ********** Term of Contract
Mercury Tanklines Limited, province-wide, Alberta; province-wide, Ontario and province-wide, Manitoba Mercury Tanklines Lease Operators Association (160 owner operators) **0359711**	Mar 16/2006 ********** Jan 01/2006 – Dec 31/2007
NAV CANADA, Canada-wide International Brotherhood of Electrical Workers (770 electronic technicians) **1116403**	Apr 27/2006 ********** Sep 01/2005 – Aug 31/2009
NAV CANADA, Canada-wide National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (850 flight service specialists) **1116504**	Apr 20/2006 ********** May 01/2005 – Apr 30/2006
NAV CANADA, Canada-wide National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (850 flight service specialists) **1116505**	Apr 20/2006 ********** May 01/2006 – Apr 30/2010
Via Rail Canada Inc., system-wide Teamsters Canada Rail Conference; United Transportation Union (350 locomotive engineers) **1095703**	Apr 03/2006 ********** Jan 01/2004 – Dec 31/2006

A full listing of recent collective bargaining settlements is available in PDF format at Current Settlement Listing.

Negotech, a searchable labour relations database provides timely settlement reports and full text of collective agreements in Canada.

Current and Upcoming Key Negotiations

covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Federal Jurisdiction				
Public Sector				
Government of Canada	various unions	23,200	CO/B/TENT	May 02–Sep 05
Canada Post	CUPW/CPAA	12,630	ARB/TENT	Dec 05
Communications Security Establishment	PSAC	1,000	B	Feb 06
National Research Council of Canada	various unions	1,000	B	Dec 04/Apr 05
Atomic Energy of Canada (Ont. and Que.)	various unions	620	B	Mar 06
Private Sector				
Air Canada and Jazz (wage reopeners)	various unions	33,100	B/CO/ARB	Jun/Jul 06
TELUS Corp. (Que.)	CUPE	1,140	B	Dec 05

Employer	Union	Employees	Status*	Expiry Month
Hudson Bay Mining and Smelting Company	various unions	1,090	B	Dec 05
Saskatchewan Wheat Pool	Grain Services Union	750	B	Jan 06
Provincial and Territorial Jurisdictions				
Public Sector				
Ontario Hospital Association	ONA	45 000	B	Mar 06
British Columbia Public School Employers Association	Teachers	42,000	B	Jun 06
Ontario Hospital Association	CUPE	18,000	TENT	Sep 06
Government of Newfoundland and Labrador	Nurses/Teachers/ Healthcare	13,700	B/CO/TENT	Aug 04/Jun05
Government of New Brunswick	NBPEA/CUPE	12,700	B/CO	Dec 03–Feb 06
Government of Manitoba	MGGEU	12,100	B	Mar 06
College Compensation and Appointments Council (Ont.)	OPSEU	9,100	ARB	Aug 05
Government of Quebec	Police/Ambulance Technicians	8,100	TENT	Jun 02/Jun 05

Employer	Union	Employees	Status*	Expiry Month
Government of Ontario	Police	7,680	B	Dec 05
Nova Scotia Association of Health Organizations	CUPE/ CAW-CANADA	5,800	B	Mar 06
City of Edmonton	various unions	5,600	B	Dec 05
Manitoba Hydro	various unions	4,060	B/TENT	Mar 06/May 06
Health Authorities of Manitoba	MAHCP	3,300	B	Mar 06
Health Authorities of Prince Edward Island	various unions	2,340	B	Mar 06
University of Montréal	CUPE	2,000	B	Nov 05
Government of Nova Scotia	CUPE	1,200	B	Oct 05
Private Sector				
B.C. Construction	various unions	26,000	B	Apr 04
Loblaws (Ont.)	UFCW	15,000	B	Jul 06
Stelco (Ont.)	Steelworkers	4,000	TENT	Jul 06
Construction Management Bureau Limited (N.S.)	various unions	3,300	B	Apr 06

Employer	Union	Employees	Status*	Expiry Month
Fishery Products Intl. Ltd. (N.L.)	CAW–CANADA	2,500	CO	Mar 05
Bombardier Aerospace (Ont.)	CAW–CANADA	1,400	CO	Jun 06

*

ARB	Arbitration
B	Bargaining
B/WS	Bargaining after work stoppage
CO	Conciliation
MED	Mediation
M/WS	Mediation after work stoppage
PAB	Post-arbitration bargaining
PCB	Post-conciliation bargaining
PMB	Post-mediation bargaining
TENT	Tentative settlement
WS	Work stoppage

Upcoming Key Negotiations

Employer	Union	Employees	Expiry Month
Government of Saskatchewan	SGGEU	10,000	Sep 06
Real Canadian Superstores (Alta)	UFCW	8,150	Aug 06
Government of Nunavut	PSAC	1,750	Sep 06
Council of Marine Carriers	CMSG	650	Sep 06

Major Work Stoppages

Major work stoppages involving 500 or more employees from **June 2 to 15, 2006.**

An updated weekly report and a full year-to-date listing are available at Major Work Stoppages.

Employer, Location, Union and Employees	Issues	Starting	Ending
Thames Valley District School Board, London, Ontario Canadian Union of Public Employees 800 educational assistants	Not available	May 11/2006	Jun 5/2006
Stora Enso Port Hawksbury Limited, Point Tupper, Nova Scotia Communications, Energy and Paperworkers Union of Canada 670 mill and office employees	Subcontracting	Jan 26/2006 Lockout	

2006 Calendars of Collective Agreement Expiries and Reopeners

Updates of the calendars of 2006 expiries and reopeners are available on the Web site at Calendars of Expiries and Reopeners. An updated version identifies the additions by the symbol ✓ and the deletions by ✘.

2005 Annual Employment Equity Report

Communications, Labour Program

The Government of Canada released the latest report on the *Employment Equity Act* on June 15, 2006. This report, like previous ones, shows sustained improvements in the representation of the four designated groups: women, members of visible minorities, Aboriginal peoples and persons with disabilities in federally regulated workplaces. This year's report also commemorates the 20th anniversary of the *Employment Equity Act*.

To consult the 2005 Annual Report as well as information on the *Employment Equity Act* and the Racism-Free Workplace Strategy, visit http://www.hrsdc.gc.ca/en/gateways/topics/wzp-gxr.shtml

Canadian Government Funds Project to Eliminate the Worst Forms of Child Labour

Communications, Labour Program

On *World Day Against Child Labour* held on June 12, 2006, the Government of Canada announced a grant of $600,000 to the International Labour Organization for a project to prevent and eliminate the worst forms of child labour in four Central American countries: Costa Rica, Guatemala, Honduras and Nicaragua. The grant is provided to the Organization's International Programme on the Elimination of Child Labour under Human Resources and Social Development Canada's International Trade and Labour Program.

According to the International Labour Organization's recent Global Report, *The end of child labour: Within reach*, the number of children involved in the worst forms of labour around the world has decreased for the first time across the globe. The report concludes that if the current pace of decline is maintained and the global momentum to stop child labour continues, child labour in most of its worst forms could be eliminated in 10 years.

For more information:
http://news.gc.ca/cfmx/view/en/index.jsp?articleid=219309&keyword=ILO&keyword=ILO&

Additional information on Canada's funding program:
http://www.hrsdc.gc.ca/en/lp/ila/ITLP_index.shtml

Details about the International Labour Organization:
http://www.ilo.org/;

World Day Against Child Labour:
http://www.ilo.org/public/english/standards/ipec/wdacl/2006/index.htm

Global Report:
http://www.ilo.org/dyn/declaris/DECLARATIONWEB.DOWNLOAD_BLOB?Var_DocumentID=6176

Coming in the Next *Bulletin*

- Wage Settlements Recent—**May 2006** analysis and wage data
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Etc.

For More Information

Please feel free to forward the *Bulletin* to all interested parties. Feedback and comments regarding this bulletin are welcome.

For more information, please contact:

Client Services: 1-800-567-6866

Ottawa-Gatineau area: 819-997-3117

Web site at http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

MAILING LIST—Add or Remove my Name

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I would like to ADD MY NAME to the mailing list.

I would like to REMOVE MY NAME from the mailing list.

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